



REPLY TO  
ATTENTION OF

**DEPARTMENT OF THE ARMY**  
HEADQUARTERS US ARMY GARRISON  
2837 BOYD AVENUE  
FORT HUACHUCA ARIZONA 85613-7001

ATZS-CDR (100)

27 September 2002

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Policy--Illegal Drug Use by Federal Employees

1. Reference AR 690-700, 15 Nov 81, Personnel Relations and Services.
2. In response to the President's policy to eliminate drug use from the Federal workplace, as set forth in Executive Order 12564, the following policy is established concerning illegal drug use on Fort Huachuca.
3. The use of illegal drugs by Federal employees, whether on or off the job, cannot be tolerated. Employees who use illegal drugs have three to four times more accidents while at work. Federal workers have a right to a safe and secure workplace, and all American citizens who depend daily upon the work of the Federal government for their health, safety, and security, have a right to a reliable and productive civil service.
4. Employees who are using illegal drugs will be given an opportunity to be helped with their problem. However, those employees who are found to have illegal drugs in their possession for the purpose of selling or distributing to others on Fort Huachuca or who use illegal drugs will be considered for removal from Federal service. This policy is established pursuant to AR 690-700 which states that introduction of a controlled substance or distribution of a controlled substance on a Government installation warrants removal for a first offense.
5. Make no mistake about it, I will not be sympathetic to the plights of drug dealers/distributors for any reason. I intend to use the full power of my office to thwart and eliminate this destructive menace from our workforce.
6. Proponent for this subject area is the Civilian Personnel Advisory Center.
7. This memorandum supersedes policy memorandum, ATZS-CDR, 19 Oct 99, subject: Policy--Illegal Drug Use by Federal Employees.

//original signed//

LAWRENCE J. PORTOUW  
Colonel, MI  
Commander, US Army Garrison